Organizational Information

Summary of Student Involvement
The Office of Student Involvement's mission is to help students develop as life-long learners and leaders. The Department offers a wide range of programs and services in the areas of leadership, diversity, community service, student organizations, and campus-wide programming, which complement and enhance the academic experience at UMSL. These programs help shape student leaders who will have: involvement in civic engagement activities; sensitivity to nuanced interpersonal communication; tolerance for and encouragement of diverse perspectives and ideas; and practical leadership competencies for use at the University and beyond.

Campus Partnerships
We plan to partner with Career Services in order to provide multiple networking workshops prior to the Institute to prepare participants for the networking lunch during the event. Career services will also be integral in reaching out to UMSL alumnae for potential breakout presenters, panelists and to identify women to participate in the networking lunch. The Office of Student Involvement also requests the engagement of the women within the Women’s Leadership Council in regards to breakout presenters, potential panelists and to participate in the networking lunch.

Purpose of the Grant
The Office of Student Involvement, in collaboration with Career Services, is proposing to host the third annual Women’s Leadership Institute on the UMSL campus. As research shows, today’s world of work is changing, and we want to zoom in on this change, and reach UMSL female students, to help expose them to opportunities and chances through the built in leadership development and exposure that the Women’s Leadership Institute aims to provide. The program will invite participants to learn with and from UMSL women faculty, staff, alumni, and stakeholders through interactive and hands-on learning opportunities, active networking sessions, and values clarification exercises. It will address a range of leadership challenges faced by women including: networking, transitioning into leadership roles, moving past into leadership roles, moving past gender norms in the workplace, mentoring and career advancement, moving beyond perceptions of women in the workplace, and thriving in diverse cultures.

Outcomes
Upon completion of the Women’s Leadership Institute, students will:
- Articulate their own personal leadership philosophy
- Enhance their leadership identity and capacity
- Increase awareness of leadership issues, and strategies for effective leadership
- Articulate key strategies for current and future success in the workplace
- Articulate the importance of leadership in diverse cultures and contexts
- Understand the importance of mentorship in career development

Target Population
Participation will be open to all females, regardless of their academic major, and a strong aim to reach more women who are in the UMSL Graduate School. Last year’s institute showed the richness of opening the institute up to all majors, so this will continue. Our registration goal is to engage 100 female students.

Structure
The Women’s Leadership Institute is a one-day conference with the following proposed schedule:

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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<tbody>
<tr>
<td>9:30 AM - 10:00 AM</td>
<td>Registration and Check-In</td>
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<tr>
<td>10:00 AM - 10:50 AM</td>
<td>Welcome and Keynote</td>
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<tr>
<td>11:00 AM - 11:50 AM</td>
<td>Breakout Session #1: Navigating Personal and Professional Life</td>
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<tr>
<td>12:00 PM - 1:00 PM</td>
<td>Networking Lunch</td>
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<tr>
<td>1:00 PM - 1:50 PM</td>
<td>Breakout Session #2: Navigating Perceptions of Women In The Workforce</td>
</tr>
<tr>
<td>2:00 PM - 2:50 PM</td>
<td>Breakout Session #3: Navigating Cultural Competencies</td>
</tr>
<tr>
<td>3:00 PM - 4:00 PM</td>
<td>Closing Speaker and Panel</td>
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Timeline
End of April: Submit grant application
November: Start publicizing and open registration
December–February: Finalize speakers and presenters, host information sessions and networking workshops
March: Host event, prepare wrap-up report, follow-up with participants, debrief and review assessments

Benefits
This event will provide participants the opportunity to learn with UMSL faculty, staff, alumni, and stakeholders outside the classroom, and increase their access to women leaders with whom they would not ordinarily interact. Through intentional networking, learning, and reflection opportunities, participants will develop and enhance leadership skills that will allow them to make positive impacts at UMSL, in the community and beyond.

Publicity
By involving a wide array of campus partners, we will be able to reach students both inside the classroom and outside the classroom. We will utilize our online student engagement software, digital signage, social media, web marketing, personal invitation, word of mouth, tabling, in-class announcements, and a variety of other avenues with our campus partners to encourage participation. We also plan to reach out to last year participants to encourage repeat attendance.

Program Enhancements
In an effort to continue to reach all female students, the Women’s Leadership Institute will remain open to all academic majors, rather than limiting registration to females pursuing certain degree paths. Student Involvement will also work closely with Career Services to provide pre-Institute workshops in the months leading up to the event to prepare registrants for the networking lunch. Based on recommendations from the spring 2017 Women’s Leadership Institute, there will be a strong intentional structure of the breakout sessions to funnel our seasoned and emerging participants into.

Evaluation
In order to appropriately measure and evaluate our outcomes, we will utilize a pre-test/post-test instrument. Additionally, we will embed a reflection activity in the training that will allow participants to revisit the learning they experienced through attendance well into the second semester. We also hope to leverage social media throughout the program to provide real-time feedback about the participants’ experiences.

Below are some student’s feedback from the 2017 Women’s Leadership Institute:

“Everything was useful, I hope that I took enough notes that I can go back and later and remember all the amazing messages that the speakers gave. From where I am in my career path, I needed to hear from women leaders about how to navigate the workplace and make myself a valuable asset, while being true to myself.”

“The chosen breakout speakers, both the keynote were excellent.”

“The event was great, I am looking forward to attending next year, and possibly helping out as a volunteer.”

Impact of last year’s event:
- 63% of participants strongly agreed that the Women’s Leadership Institute provided strategies and tools to help them think strategically about their careers
- 81% of participants strongly agreed that the Women’s Leadership Institute was beneficial to their leadership and professional development
- 54% of participants strongly agree that attending Women’s Leadership Institute, provided strategies and tools to craft a professional development plan that supports one’s growth as a leader.
<table>
<thead>
<tr>
<th>Description</th>
<th>Projected Cost</th>
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<tbody>
<tr>
<td>Room/AV Cost Reservations</td>
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</tr>
<tr>
<td>Catering</td>
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<tr>
<td>Supplies</td>
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<td><strong>Total Cost</strong></td>
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